

Supply Chest

March 2, 2001

Navy Core Values: Honor, Courage, Commitment

Vol. 53 No. 5

Capt. Thompson is 3rd consecutive FISC CO selected for flag rank

Former FISC Commanding Officer, Capt. Alan S. Thompson, was one of two active duty Supply Corps officers recently selected for promotion to Rear Admiral (lower half.) Capt. Thompson commanded FISC from June 26, 1998, until June 26, 2000, when he was relieved by Capt. Bill Kowba. Capt. Thompson is currently assigned as a member of the Chief of Naval Operations Strategic Studies Group.

Capt. Thompson's selection for promotion to flag rank marks the third consecutive former FISC CO to reach that career milestone, following former FISC COs, Rear Admirals Paul Soderberg and Mark Young.

Also selected for flag rank was Capt. Robert Emmett Cowley III, currently serving as Assistant Commander for Contracts, Naval Air System Command, Patuxent River, Md. In addition to active duty Captains Cowley and Thompson, also selected for promotion



Capt. Alan S. Thompson

to Rear Admiral (lower half) was Capt. Charles A. Williams, SC, USNR, assigned as Joint Team Leader, Naval Reserve Unit 205 with the Defense Supply Center in Columbus, Ohio.

FISC lends hand after Pacific sub collision

Though the recent collision between the submarine *USS GREENVILLE* and a Japanese fishing trawler in the Pacific Ocean was half a world away, FISC Norfolk was still able to lend a hand.

Joann Hunley, a transportation specialist with CAX's Custody Asset Division, recently assisted the Naval Transportation Support Center (NAVTRANS) and the Naval Sea Systems Command (NAVSEA) in getting 50 tons of diving and salvage equipment – and four personnel – to Hawaii so salvage and rescue efforts could be carried out.

Through Ms. Hunley's efforts, three truckloads of salvage gear were driven from Dover, Del., to Philadelphia and loaded onto a commercial, Pacific-bound flight.

By utilizing commercial air instead of military transportation, Ms. Hunley also helped save the government \$37,000.

DDNV opens Hannaford Training Complex

Betty Moose (2nd from left) and retired Capt. Phil Hannaford – DDNV's first commander – cut the ribbon to open the state-of-the-art DDNV Hannaford Training Complex. The complex has three separate rooms with state-of-the-art computer and distance-learning equipment, including satellite hookup capabilities and "smart board" display technology. Located on the second floor of building W-143, the \$200,000 complex resulted from DDNV working with the Distribution Center in New Cumberland, Pa., and the Defense Logistics Agency headquarters in Ft. Belvoir, Va. Also participating in the ribbon-cutting are (l-r) DDNV Commander, Capt. Dick Trowbridge; Sharon Forrest from the DDC; Ms. Moose; Capt. Hannaford; and DDNV's Allen Knox.



From the Executive Director: "There is no 'I' in TEAM"



By Sid Etherington
Executive Director, FISC Norfolk

In mid-February FISC's senior leadership and our mid-Atlantic regionalization partners at the Regional Supply Offices, Oceana and Norfolk, met for a two-and-a-half-day "off-site" to discuss our course as it relates to the Naval Supply Systems Command's strategic plan for 2000-2005. We also spent time discussing and documenting how we specifically are supporting the NAVSUP strategic plan with our own various initiatives. We separated into discussion groups and reviewed our past corporate climate survey results

and developed command strategies for employee development, sexual harassment/EEO, leadership, and communication.

The point of this off-site was for all of us to remember and re-emphasize that we are all in this together. What are we all in together? We are all working to support the overall goal of the Navy Supply System goal, *"To provide Navy, Marine Corps and Joint and Allied Forces quality supplies and services."*

That is what it is all about. We are all in the business of providing world class supplies and services to our customers, no matter to whom or to what installation we report each day. We are all connected and we all contribute in one way or another in support of this mission statement. One of the main ways we can insure this contribution is always positive and progressive is to regularly come together and measure and calibrate, or "fine tune" the effort. We are a team, we do the same work, we have the same goals, and while we may have different customers, all of our customers want timely and quality supplies and services from us. They depend upon us. They have their mission to fulfill and we support them as part of the infrastructure ashore. We make sure they never have to be concerned about

supply support – it will be there when they need it.

In order to ensure we continue to provide these supplies and services we must think and act like a team. We have all seen the slogan, "There is no 'I' in team." Well, there isn't. Teams are comprised of more than one member and it is this fact which immediately creates the concept of teamwork – working together towards a common end, goal, result, product, or whatever. Working together means you must have a common understanding of the goal and a willingness to do your part to achieve that goal. Teamwork means you are willing to cooperate, contribute, communicate, and compromise – a lot of "Cs" which ultimately contribute to, and result in, the greater good. When you participate as a team member you share in a common solution. The more team members you have the harder this becomes – there is probably some management theory with a great name for this simple statement but we all know it to be true. The more team members, the harder it becomes to move the team in a common direction. For an organization of our size, then, it could seem darn near impossible, but it's not if we stay focused on our common denominator –

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Supply Chest

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Think, "TEAM"

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and again for emphasis – *"To provide Navy, Marine Corps, Joint and Allied Forces quality supplies and services."*

We must help each other, comfort each other, share with each other, and watch out for each other. As a team of supply logisticians there is none better. We are world class, but we need to stay world class by constantly measuring our own performance and being objective about our weaknesses. As a team we can overcome our shortcomings and turn them into strengths, but only as a team. Capt Kowba brought his team leaders together in mid-February to reinforce that the team is the work force – all of you – and that the leaders must be constantly mindful of providing you with the environment and opportunity to continue to provide world class supplies and services for another 80-plus years.

I am "on board," and I know I can count on the rest of you to continue to provide superior supplies and services to our customers.

Don't forget – the International Azalea Festival and NATO Air Show is April 28 and 29, and will feature the Navy Blue Angels. Also featured will be the Navy parachute team, the Schockley jet truck, and there will be plenty of food and beverages, games, static displays, and more – it's fun for the whole family, so don't miss it!

Call center A-76 study will begin



FISC Executive Director, Sid Etherington, recently announced to Norfolk Navy Integrated Call Center workers the start of an A-76 study of the NICC. The study will last approximately 2 years.

"Show me the money and I might stay"

Departing from past practices, the Office of Personnel Management (OPM) is proposing federal agencies be allowed to offer bonuses to employees who are likely to leave for another government job. Agencies would be authorized to pay retention allowances in certain circumstances, under draft rules published by the OPM. The rules would extend use of the allowances for up to 10 percent of basic pay. With OPM's approval an agency could pay up to 25 percent to an employee likely to leave for the private sector. This would also apply when it is necessary to retain an employee during a temporary but critical work situation of up to one year, such as the need to complete a project.

The time limit could be extended on an individual basis. Wage grade employees also would be eligible for retention bonuses, as well as for recruitment and relocation. These previously were authorized only for white-collar employees.

But before making cash payments, agencies would have to consider offering employees non-cash incentives

such as alternative work schedules, training, or changes in job duties.

Agencies typically offer retention bonuses only to employees who are going to jobs in the private sector. OPM has held back on authorizing bonuses to federal workers transferring inside the government because of fears this could trigger disruptive and costly bidding wars for highly skilled workers. The reality of it is that bidding for employees seems to already be under way. Specifically, technology and computer employees have bounced from agency to agency, sometimes to work on special projects, at higher pay. OPM officials noted some air traffic controllers have left the Department of Defense in order to take higher paying positions with the Federal Aviation Administration, which won authority in 1996 to create its own pay system. Indeed, Congress now seems more inclined to give federal agencies more autonomous pay flexibility.

Visit OPM's Web site at <http://www.opm.gov> for more information.



Bravo Zulu

Congratulations to the below Centerites for being recognized as the top performers for the period indicated



German H. Cabanez, FISC Code 303, has been selected as the Wage Grade Employee of the Quarter.



Michael Pigford from FISC Code 303 has been selected as the Supervisor of the Quarter.



Margaret West, FISC Code 105, is the General Schedule Employee of the Quarter.



Thornton Russell, DDNV Code E, was selected as the depot's Supervisor of the Quarter.



DDNV Code E's Clifford Taylor has been selected as the general schedule (blue collar) Employee of the Quarter.



Anne Turner from DDNV Code XV was chosen as the depot's wage grade (white collar) Employee of the Quarter.

"Take calculated risks. That is quite different from being rash."

– George S. Patton (1885-1945) –

Bravo Zulu



Petty Officer 1st Class (Air Warfare) Timothy Johnson, a postal clerk assigned to the Navy Regional Mail Center, has been selected as FISC's Sailor of the Year.



Petty Officer 2nd Class (Air Warfare) Jesus Garzon, an aviation storekeeper with Regional Supply Office (RSO) Oceana, is FISC's RSO Sailor of the Year.



Petty Officer 1st Class (Aviation Warfare) Stephanie Ramos is an aviation storekeeper from RSO Norfolk, and is FISC's RSO Sailor of the Quarter.



DDNV's Linda Dean, Code X, receives her 30-year certificate from depot Commander, **Capt. Dick Trowbridge**, recognizing her three decades of federal service.



Lt. Cmdr. Jose Negron (right), FISC RSO Norfolk Naval Shipyard, is administered the officer's appointment oath for promotion to lieutenant commander, by FISC CO, **Capt. Bill Kowba**, during a recent ceremony in the FISC executive conference room.



Fourteen Cheatham Annex (CAX) Custody Asset Division (Code BX) workers recently received certificates from FISC Executive Officer, **Capt. Bob Howard**, for successfully completing computer training in CAX's new computer training classroom. The 14 comprised the first two groups to use the new facility. Completing training were **Russ Camper, Gerald Dale, James DeBerry, Brian Dockery, Lois Gray, Tim James, Al Jones, Milton Jones, Julie Krohn, Mike Kurten, Vernon Taylor, Lewis Tyler, Russell Walker, and Curtis Wilgus**. FISC's **Mercer Collier and Dana Leaphart** taught the two classes at Cheatham Annex. The 14 workers completed the basic Microsoft Word course. **Dana Leaphart** will be teaching future computer classes at CAX.

It's not the future – it's today

FISC Det. Washington promotes Electronic Commerce

What was perhaps a year or so ago merely a concept has turned into reality and become almost a routine way of doing business. It is the world of electronic commerce, and as the Naval Supply Systems Command and its field activities enter the 21st Century, "EC" – as it is commonly known – is quickly becoming a fact of life.

Recently in Washington, D.C., representatives from private industry and the federal government, along with uniformed members from Naval District Washington and from FISC's Washington Detachment, gathered to discuss how best to link small businesses with the federal government's

electronic commerce initiatives. The EC business conference in the nation's capitol was set up by FISC Detachment Washington – with assistance from FISC Norfolk Detachment Washington Reserve Unit 306 – to share information with area small businesses so they can more efficiently conduct business with the government and the Navy.

The conference also served to provide to participating businesses the guidelines which would enable them to get aboard the EC bandwagon. While the term electronic commerce may sound high tech, it is actually a method of exchanging business information utilizing using Electronic Data Inter-

change (EDI), E-mail, electronic bulletin boards, electronic funds transfer, and similar existing technologies. For the Navy's part, it has a Navy Electronics Online (NECO) Web site which offers vendors and businesses on-line access to current Navy solicitations, daily procurement opportunities for registered vendors, general Navy information on electronic contracting initiatives, and other links to Navy business opportunities.

Electronic commerce, or EC, is not the wave of the future – it is here now, and is a key element for the NAVSUP of the 21st century. What was once a new concept is now commonplace.

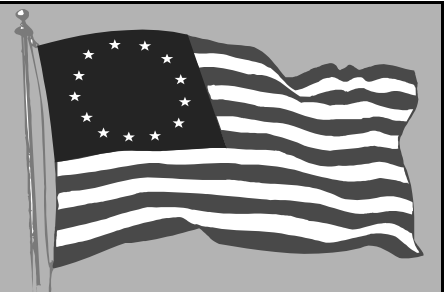


Rear Adm. C. Weaver (in khakis), Commandant, Naval District Washington, makes a point to Rear Adm. G.H. Jenkins Jr. (back to camera), Deputy for Acquisition and Business Management from the Office of the Assistant Secretary of the Navy (RD & A), as FISC Det. Washington's director of electronic commerce, Cmdr. Gregory Davies, looks on. One hundred and fifty small businesses had been invited, and 75 attended the E-commerce gathering, which was held last month at the Washington Navy Yard Officer's Club.



Among the military and industry representatives who attended the first EC conference were (left to right) Vivian Detter, FISC Norfolk Det. Washington, Small and Disadvantaged Business Utilization (SADBU); Cmdr. Gregory Davies, FISC Norfolk Det. Washington's director of electronic commerce; Rear Adm. G. H. Jenkins Jr., Deputy for Business Acquisition and Management from the Office of the Assistant Secretary of the Navy (RD & A); Gwen Johnson, NMCI small business advocate; Nancy Tarrant, the Navy's director of Small and Disadvantaged Business Utilization (SADBU); and Rear Adm. C. Weaver, Commandant, Naval District Washington.

March 3 marks the 70th anniversary of the adoption of the Star Spangled Banner as America's national anthem. It was on that date in 1931 when then-President Herbert Hoover signed a bill to officially adopt the Francis Scott Key adaptation of an English song for the nation's anthem. Francis Scott Key wrote the song in 1814 from the inspiration he felt while he witnessed the bombing of Baltimore's Fort McHenry during the War of 1812. He adapted his song from an English song titled, "To Anacreon in Heaven."



You have a cat or a dog? Did you know that . . .

Cats

The average house cat can reach a speed of 30 miles per hour in brief sprints.

Cats typically sleep 14 hours a day.

A cat's ear has 30 muscles (compared to six in humans). They permit rotation of 180 degrees so that the animal can hear from all directions without moving its head.

Cats purr at 26 cycles per second, about the same as an idling diesel engine.

Cats have more than 100 vocal sounds, while dogs only have about 10.

Cats are colorblind and cannot taste sweet things.

Dogs

Dogs have nearly four times as many olfactory cells in their noses as humans. The sense of smell of sheep-dogs is 44 times more acute than humans.

Dogs have been domesticated for 10,000 years.

The largest dogs can be as tall as 37 inches and as heavy as 200 pounds.

There are roughly 400 different breeds.

All dogs are descended from wolves.

The deadline for material for the next Supply Chest is noon on Friday, March 9, for the March 16 issue. Please submit material via e-mail or floppy diskette – handwritten material cannot be accepted.

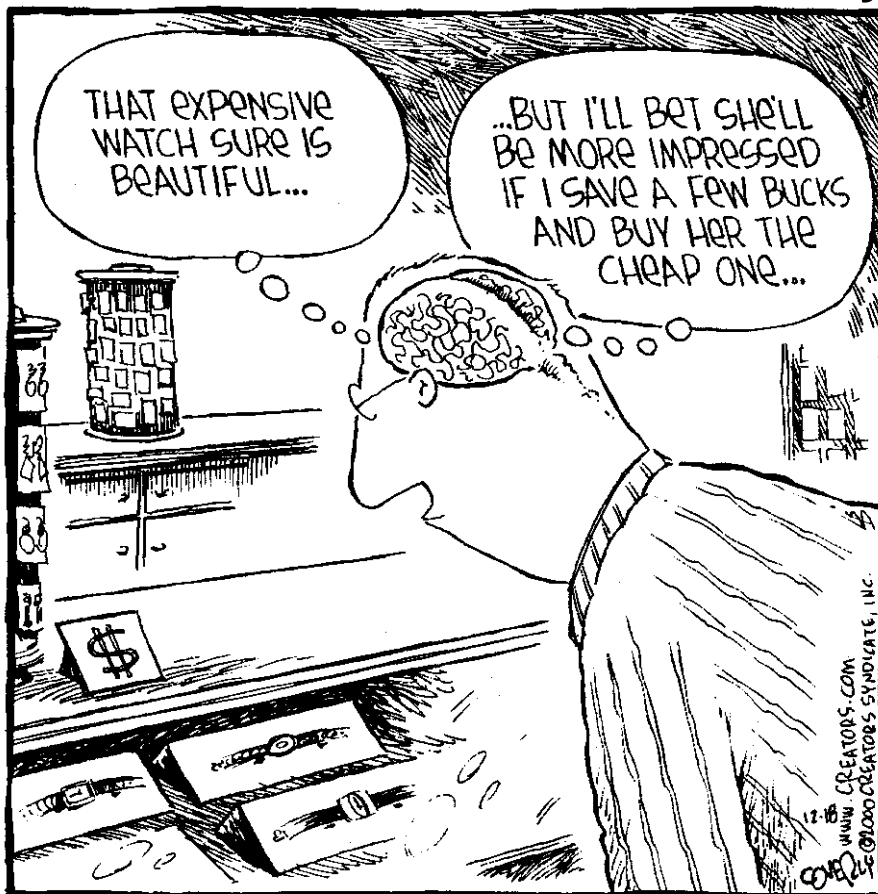
Play "Misty" for me . . .



The amphibious transport dock USS PONCE (LPD 15) is shrouded in fog as she is gently nudged pierside upon returning from a routine underway period recently. Sudden temperature changes and colliding warm and cool fronts resulted in some interesting local atmospheric conditions within the past few weeks.

SPEED BUMP

Dave Coverly



ACTUALLY, MOST OF OUR BRAINS ARE DIVIDED INTO A RIGHT HEMISPHERE AND A WRONG HEMISPHERE...

DDNV cuts ribbon, opens high-tech learning facility

The Defense Distribution Depot Norfolk recently opened a \$200,000, three-room, state-of-the-art training facility and named it in honor of Capt. Phil Hannaford, SC, USN (Retired), who was the depot's first commander (March 1992 to August 1994). The Hannaford Training Complex features the latest in computers and distance learning technology with satellite communications capabilities.

During opening remarks, Capt. Dick Trowbridge, DDNV's current Commander, remarked, "While we've made many investments in DDNV facilities the past several years, I'm convinced that our investment in this training complex will pay off best of all." He went on to add that the uncertainty of the future dictated that DDNV workers know as much as possible about all phases of their work, and it is therefore critical that all workers continue to broaden their knowledge and skill. The high-tech training complex exists for that purpose.



In the above photo, retired Capt. Phil Hannaford addresses guests who attended the grand opening of the training complex bearing his name. In the below photo, current DDNV Commander, Capt. Dick Trowbridge, addresses guests.



Above, retired Supply Corps Capt. Phil Hannaford receives a plaque commemorating the opening of the training complex. Below, DDNV's Betty Moose demonstrates the touch-display board in one of the three classrooms.



One of the computer rooms shows the modern furniture housing the computers – the monitors fold down into the desks to give students more working area if needed.